



Strategic Plan

2023-2028

**WE ARE
ISD
BOERNE**

boerneisd.net/strategicplan

Our Vision

Our community will engage students and adults in a challenging educational environment that inspires creativity and enriches lives for today's realities and tomorrow's possibilities.

Our Mission

The Boerne Independent School District engages, inspires, and enriches our community through innovative learning experiences.

Our Core Values

The Boerne ISD Core Values are the foundation for our success. Taken together, they create the BISD culture and community by defining what it means to be BISD. They are:



**Every Child,
Every Day**



**Respectful
Relationships**



**Excellence
through Integrity**



**Commitment
to Service**

1. Student Success

By 2028, 100% of Boerne ISD students will engage in innovative learning experiences so they are college, career and/or military ready.

2. Talent

By 2028, 100% of the Boerne ISD employee experience will prioritize opportunities to perform at or aspire to the highest level of professional performance and growth.

Our Goals

3. Fiscal Responsibility

By 2028, Boerne ISD will maximize funding and efficiencies so our budget funds 100% of identified needs.

4. Engagement

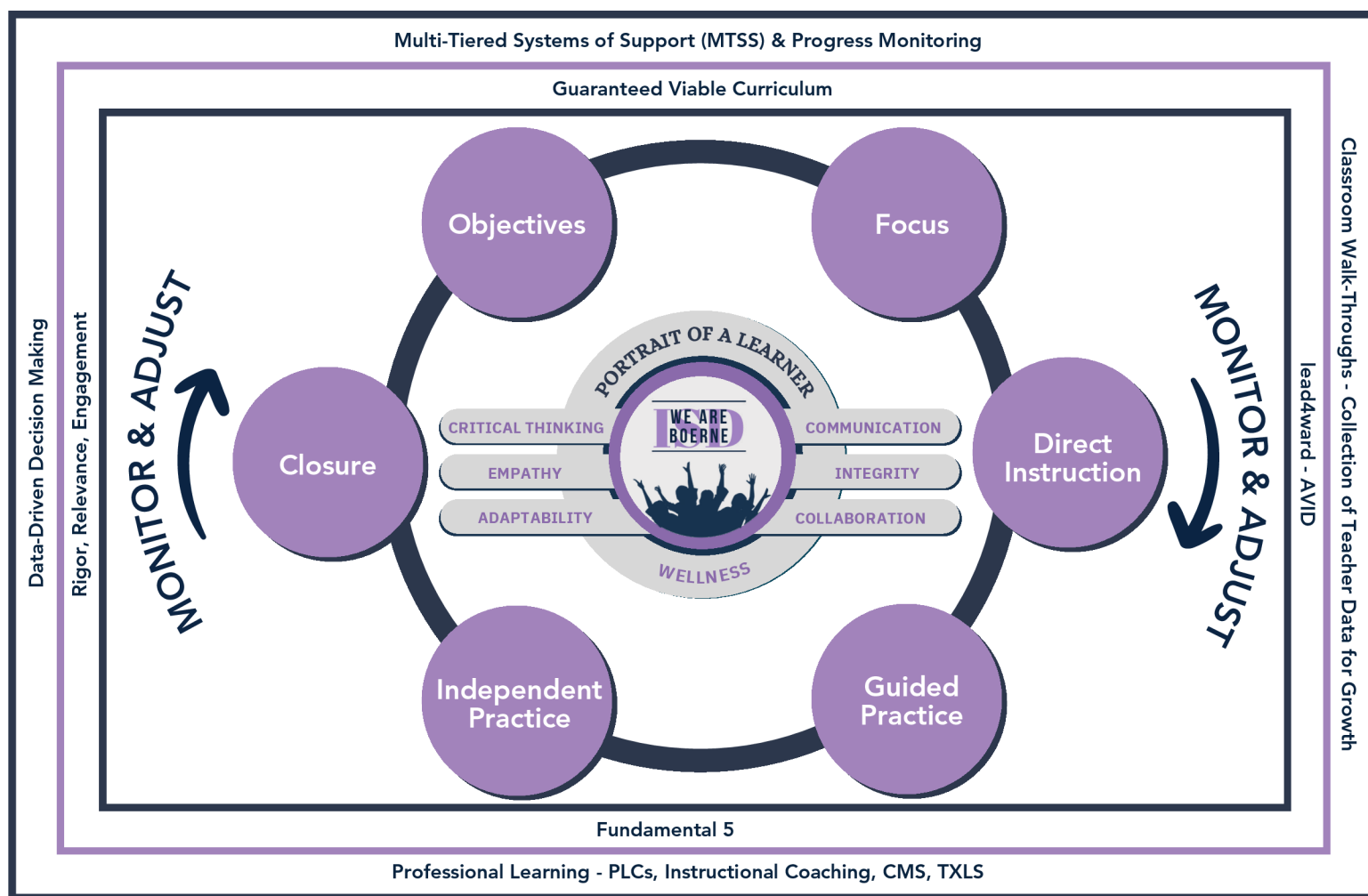
By 2028, 100% of Boerne ISD family and community stakeholders will be a part of a culture of trust where they feel engaged and valued.

SMART Goals for 2025-26

Student Success	<ul style="list-style-type: none"> • Maintain the yearly student retention rate for advanced courses and programs such as (Honors, On Ramps, Dual Credit, Advanced Placement, P-Tech) and all aspects of being College Ready at 96% • Increase the number of reported Completers with credentials by 10%, or 815 by Summer 2026. • Increase the percentage of K-2 students scoring at Benchmark or above on EOY Universal screeners in Reading and Math from 82% to 83% by 2026. • Use MTSS processes to increase the percentage of students who make academic growth in STAAR Reading & Math by 6 on the Domain 2A component/raw score by 2026. (74 to 80) • Increase the percentage of students sustaining at the Masters Level to 85%; students sustaining at the Meets level to 85% by 2026. • Maintain the UIL eligibility participation rate at 95% as determined by the 3rd grading cycle.
Talent	<ul style="list-style-type: none"> • Refine the district's Grow Your Own Initiative to focus on building an internal teacher pipeline offering paid teacher residencies to current teaching assistants and partnering with CTE to support high school students enrolled in the teacher pathway program. • Maintain a comprehensive recruitment and retention plan, including job fair participation and targeted social media campaigns, striving for full staffing at all campuses and within all departments by the first day of school. • Conduct stakeholder engagement to explore opportunities for enhanced teacher compensation through the Teacher Incentive Allotment program by June 2026. • Develop and implement an Aspiring Leaders Academy to identify and support BISD staff who aspire to assistant principal or instructional coaching roles by June 2026. • Foster a culture of excellence, connection, and pride through a monthly recognition program to recognize a staff member (campus or department) who exemplifies BISD's Core Values in Action.
Fiscal Responsibility	<ul style="list-style-type: none"> • Maintain and adjust a 10-year capital replacement plan. Allocate available funds from prior year budget surpluses over fund balance goals annually. • Review and evaluate various programs of the District and incorporate the results of those reviews into the budget process. • Meet or exceed the Average Daily Attendance (ADA) percentage used to set the budget for the 25-26 school year by June 2026. (Budgeted 25-26: 94%; Actual 24-25: 94.1%) • Convene Long Range Facility Planning Committee to study the needs of the district and report findings to the board in Spring 2026.
Engagement	<ul style="list-style-type: none"> • Embed family engagement as a core instructional strategy by ensuring that 100% of campuses implement at least one professional learning session focused on family-school partnerships and their impact on student achievement by June 2026. • Establish a Family-to-Family Support Network at 100% of campuses, with each site identifying and training at least 3 family leaders to serve as mentors or peer navigators for other families by June 2026. • Develop and launch an expanded Community Resource Hub that connects families with essential services—including mental health, housing, food assistance, and academic support—by partnering with at least 25 local organizations by June 2026. • Develop and launch an online Family University video library featuring at least 10 multilingual, on-demand videos focused on academics, social-emotional learning, digital literacy, or school-home partnerships by June 2026. • Strengthen civic capacity by actively engaging CLA and BSAC alumni with timely, consistent quarterly updates and meaningful opportunities to stay informed, connected, and involved in serving Boerne ISD. • Launch ParentSquare to increase communication between parents and the district and begin process of moving campuses to ParentSquare for the 2026-27 school year in response to NSPRA audit findings. • Launch Boerne ISD Connections to engage community members, invite non-parents into district communications, and create a 2-way communication stream.

HB3 Goals

- **Early Childhood Literacy:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 71% to 73% by August 2025.
- **Early Childhood Math:** The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 70% to 72% by August 2025.
- **CCMR:** The percentage of graduates that meet the criteria for CCMR will increase from 90% to 92% by August 2025.



ACCESSIBILITY

If you have difficulty accessing this document because of a disability, please contact Dr. Maggie Dominguez, Executive Director of Communications.

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Engage. Inspire. Enrich.

The Boerne ISD Strategic Plan is a roadmap to fulfilling our mission and vision, grounded in our beliefs and core values. It guides our efforts as we work together to deliver upon our promise to engage, inspire and enrich our students and community.

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